



Jubilee Life **July**

Issue 26

Welcome to the July 2021 edition of your monthly digital staff magazine.

News



NHS Golden Jubilee is vital for recovery

During the last year, we have carried out more than 79,000 procedures, playing a vital role in the recovery of NHS services.

We continued urgent heart and lung care as well as additional cancer services throughout the COVID-19 pandemic.

We also quickly re-started in demand planned care services such as cataract, hip and knee replacements and diagnostic imaging from July 2020 after a short pause to ensure patient safety measures were in place.



"The COVID-19 pandemic has brought unprecedented challenges to the NHS in Scotland, and healthcare services all around the globe.

"NHS Golden Jubilee was kept as a COVID Light site following the initial phase of the pandemic, allowing our team to develop new, flexible, and safe ways of working to continue to provide care for our patients.

"We have also worked in collaboration with healthcare colleagues across the country to introduce new specialities, including urgent cancer services for those who need them most.

"I am delighted to say that thanks to the excellent commitment, collaboration and innovation from our teams, and colleagues across the country, we have been able to carry out more than 79,000 procedures between April 2020 and March 2021, and have continued to significantly scale up our services since the beginning of the year."

Jann Gardner, Chief Executive

During 2020, we also opened our new Eye Centre, allowing us to carry out up to 18,000 procedures every year, as well as an additional cardiac catheterisation laboratory to carry out nearly 1,000 heart procedures.

"We will continue to do everything we can to support the NHS in Scotland.

"The Golden Jubilee National Hospital is still expanding to meet the needs of patients across Scotland, and our teams are continuing to play a key role in world leading research across a range of specialities."

Jann Gardner, Chief Executive

For the full story, please [click here](#).

Introducing the NHS Scotland Academy

As many of you may know, we are preparing for the official launch of the NHS Scotland Academy, an exciting partnership between NHS Golden Jubilee and NHS Education for Scotland to offer accelerated training for a wide range of health and social care roles and professions.

Based at the Jubilee, the Academy will provide opportunities for staff and students from across the country to improve their skills in specific areas, using residential, distance and virtual reality learning. It will also offer attractive training programmes directly linked to recruitment and career progression.

The Academy draws on the strengths of both NHS Education for Scotland and our organisation, using both the state-of-the-art clinical and simulation facilities at NHS Golden Jubilee and the educational expertise and technology-enabled learning offered by NHS Education for Scotland.

The Academy will support NHSScotland to develop additional capacity and new capabilities, as well as existing educational programmes and respond to evolving and emerging workforce needs.

By addressing recruitment gaps and training needs, it will help ensure the health and social care workforce is prepared for future needs in Scotland.



Look out for more information on the Academy, and opportunities available, in the coming weeks.

State of the art CT scanner benefits our patients

Our patients are benefiting from a new Artificial Intelligence (AI) assisted computerised tomography (CT) scanner.

The new Aquilion ONE Prism Edition CT scanner will help deliver over 12,000 scans a year, as well as supporting vital cardiac imaging, cancer diagnosis and ground-breaking research for national and regional heart and lung services.

The scanner uses state of the art deep learning reconstruction AI technology to see through imaging noise and deliver clearer images.

Quicker image capture means patients are exposed to lower doses of radiation.

This next generation reconstruction technology will assist with supporting high caseloads for cardiac imaging, helping to deliver improved diagnostic visualisation and analysis.

It will also offer excellent image quality, playing a key role across multiple specialities, including orthopaedic, cardiothoracic, stroke and neurological patients, as well as those on a cancer treatment pathway.



"This new CT scanner will make a significant difference to patients across Scotland.

"By working together with colleagues in other NHS Boards, as we have continued to do throughout the pandemic, we can continue to treat patients in a timely manner making sure services meet the needs of patients while delivering high quality services across the country.

"The investment in this new diagnostic imaging equipment is great news for patients and will allow them to receive faster diagnosis and treatment, helping to improve the health of thousands of people every year, while treating and monitoring long term health conditions, including heart disease and cancer."

June Rogers, Director of Operations

For the full story, [click here](#).

Talented Pharmacy Staff complete new qualifications

Some of our talented Pharmacy Technicians have been awarded Professional Development Awards (PDA) in Assessment and Supply of Individual Medicine at SCQF Level 7 and a National Certificate (NC) in Pharmacy Services.

While the department has been busy during the pandemic, maintaining the pharmacy service, supporting the new cancer services and dealing with the COVID vaccine, staff were able to secure five of the 15 spaces available on PDA courses in the West of Scotland. This allowed the group to further develop their skills, knowledge and personal development through further education.

Pharmacy Support Worker Chris Carlin also achieved Top Student and a NC in Pharmacy Services after his 2 year course and is now looking to the future and registering as a Pharmacy Technician with the General Pharmaceutical Council (GPhC).

Pharmacy Technicians, including Vikki Dooris, Marie Innes, Catherine Clarke and Susan also recently completed their PDA at SCQF Level 7 which was run by NHS Education for Scotland (NES).

Together this team of Technicians, under pharmacist supervision, will supply medicines to patients, assemble medicines for prescriptions and provide information to patients and other healthcare professionals supporting the delivery of quality healthcare that is safe, effective and person-centred.



1 - Chris Carlin and Michelle Stevenson

“The first year of the course was before the pandemic so it was still face-to-face. I was a mature student, older than the other students and even older than the lecturer, but the interaction with the the class really helped put me at ease.”

“The second year was more challenging because we moved online and I had to work from home, master MS Teams and submit reports online. It was all new to me so when they said I had achieved Top Student, I wasn’t sure what they meant but once they clarified it, I was extremely proud.”

“I’m pleased at passing my NC and I’m looking forward to moving on and doing more that will help me develop my career here at NHS Golden Jubilee.”

Chris Carlin, Pharmacy Support Worker

“I really enjoy my job, so when I was asked if I wanted to join the course, I jumped at the chance.”

“I hadn’t done anything academically for a few years and felt I needed to get my brain back into gear and renew my love for pharmacy again.”

“I hope that by completing this course I can inspire other junior members of the team to participate in the future. It’s another string to your bow and can enhance the service we offer to patients.”

Marie Innes, Pharmacy Technician

Colleagues Catherine Clark, Vikki Dooris, Susan McKenzie and Alison also completed their Level 7 PDA at the NES Pharmacy funded course in Edinburgh College.

“I think we all felt well supported by Michelle, who is the Work Based Assessor and the whole team.

“During such a difficult year for everyone, for us to complete these PDAs is really good for us but it’s also really good news for the Pharmacy Team and the Golden Jubilee as a whole.”

Catherine Clark, Pharmacy Technician



2 - Pictured (left to right): Vikki Dooris, Catherine Clarke, Michelle Stevenson, Marie Innes, Susan McKenzie

The Golden Jubilee was accredited as a Scottish Vocational Qualifications (SVQ) Approved Centre in 2017, showing our commitment to supporting our workforce.

Training can also be verified on site and externally by SQA annually, meaning staff will be trained on site at the Hospital, and receive a nationally recognised qualification on completion of the course.

“I am delighted that so many of our team have been successful in gaining these qualifications and award.”

“Our staff are our biggest asset and as an NHS employer we support employees’ learning and development goals. By investing in our staff, especially during such a difficult time, our organisation can only benefit from these achievements.

“To be able to support that training within the Jubilee and to offer that opportunity for an individual is something that we’d absolutely want to continue to offer to other staff members within the team.”

Yvonne Semple, Director of Pharmacy

Armed Forces Day

At NHS Golden Jubilee, we have been proud supporters of both our Armed Forces and Reserve Force s for more than 19 years.

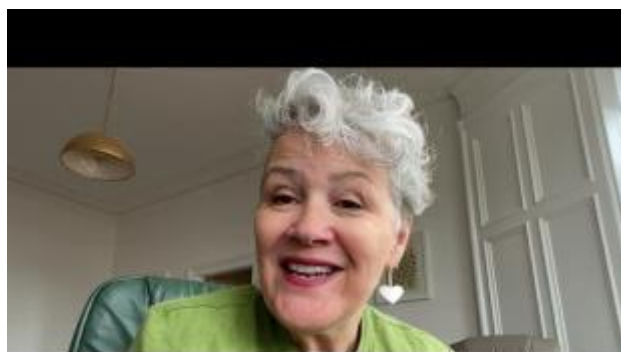
During this time, we have received the prestigious Gold Award from the Employer Recognition Scheme and signed the Armed Forces Covenant with the Ministry of Defence in 2016. We are fully committed to not only progressing, but enhancing this valuable strategic partnership.

Armed Forces personnel develop a wide range of transferable skills during their military service, providing numerous benefits to the delivery of our services, and NHSScotland as a whole.

As well as problem solving and leadership techniques, they possess the ability to work well under pressure - skills they are always willing to teach or share with their colleagues.

Consequently, they can help us expand our innovative ways of working to improve our services to Scotland's patients.

Armed Forces Day took place on 26 June, and we were proud to once again salute our forces, and take this opportunity to thank every member of the Armed Forces for the vital role they play in keeping us safe.



Gold Award from the Employed Recognition Service.

Scotland moves to Level Zero

Scotland's move to level zero means more people are allowed to meet indoors, attend weddings and funerals and up to 10 can meet in a restaurant - with no need to pre-book a two-hour slot.

For you and your colleagues' health and wellbeing, physical distancing of 2 metres continues to be compulsory at all times within all NHSScotland premises despite Scotland now being in level zero.

The only exception is when clinical staff are carrying out clinical duties and wearing appropriate levels of Personal Protective Equipment.

Remember:

- Stay at least 2 metres away from other people at all times, both in your main work space and in shared / public break / rest areas.
- Leave space for people to pass by and walk / queue in front / behind you.
- Keep the one-way system on Main Street moving – do not stop here to speak to colleagues.
- Tables and chairs must not be pulled together in shared and public rest areas.
- Only take the lift if you have to – only 1 person per lift in the small lifts and 2 per lift in the large lifts.



For more information please go to the [click here](#).

Plastic Free July

It is #PlasticFreeJuly!

Did you know that our Golden Jubilee Conference Hotel was named the Venue Committed to Sustainability Award in 2020? The Hotel has taken measures to limit their use of plastic including the removal of plastic cups, pens and drinks containers.

They've also introduced more sustainability ideas including a positive commitment to a sustainable circular economy where possible throughout the hotel, which includes:

- Low energy LED lighting introduced.
- All stationary is reused.
- Cans, paper, plastic, bottles, oil, light bulbs, batteries, toner and cartridges are recycled at every occasion.
- Guest bedrooms have recycling tags to promote recycling, reducing and reusing.



People



iMatter is coming soon!

iMatter, the national continuous improvement tool developed to improve staff and patient experience, will go live in August.

This is your chance to share your thoughts and feelings around your experience as a member of staff.

If you have recently joined the NHS and are unsure what iMatter is, or you just need a reminder, please visit the National iMatter website [here](#).

You can also take a few moments to watch this short animation explaining what iMatter by [clicking here](#).



The questionnaire will go live on Monday 30 August for 4 weeks.

All of you play an important part in its success, so please take the time to fill this in.

After this 4-week period, all teams will take part in action planning sessions (which must be completed within 8 weeks of the report being published).

It is very important you take part in this session as it is your opportunity to share your views, have your voice listened to and is the first step to putting measures in place to help maintain and improve staff experience.

A series of awareness raising sessions were recently held for managers. If you were unable to attend please contact Lisa Walsh on extension 5618 to discuss your specific department needs.

Watch this space for more iMatter communications, resources and support coming your way soon.

Catering Team shortlisted for national awards

Our Catering Department has been shortlisted for two awards at this year's Public Sector Catering Awards.

The Catering Team has been shortlisted in the Hospital Catering Award category, with Brian Campbell and Ross Ferguson also both shortlisted for the Training and Apprenticeship Award.

There are 18 award categories, that represent all areas of the sector.

The awards are open to individuals, teams, companies and organisations including contract caterers operating in a public sector environment.



3 - Brian Campbell and Ross Ferguson

“It’s a great honour for Brian, Ross and the Catering Team to be shortlisted for these awards.

“Hospital catering provides an important opportunity to deliver valuable dietary support to patients, enhance their satisfaction and interact with them on a daily basis.

“I’m incredibly proud of the whole team who consistently put in 100% to everything they do. This nomination and shortlisting is due to their commitment and hard work and I couldn’t be happier for them.”

Pamela Mailer, Head of Support Services



The winners will be announced at a ceremony at the London Hilton Metropole on Thursday 9 September. We wish Brian, Ross and the whole team the best of luck.

Hotel staff in the headlines

Some of our Hotel staff made headlines this month after sharing their experiences of becoming frontline workers during the pandemic.

Health and Fitness Instructor Julie McCann and Food and Beverage Supervisor Margaret Young shared their stories, after being amongst a number of Hotel staff that were redeployed to areas across the Hospital and Louisa Jordan in an effort to reduce pressure on NHS Staff.

Julie took on a role in our Hospital's catering department, serving food in the canteen and to patients in the wards. She did this alongside setting up online yoga classes to help the local community in shape whilst in lockdown.



4 - Julie McCann, Health and Fitness Instructor

Margaret became a support worker in our Intensive Care Unit, working to ensure equipment was ready for the day, laundry was stocked and daily cleaning. Margaret also worked hands on with patients alongside fellow staff. Work that she found challenging but also extremely rewarding.



5 - Margaret Young, Food and Beverage Supervisor

Read the full story here in the [Clydebank Post](#).

Don't forget: our Hotel staff are back doing what they love, facilities are now open and can be booked for use.

Please note, as the Golden Jubilee Conference Hotel is now open for guests and delegates, staff must not use any outdoor or indoor facilities to eat packed or canteen lunches.

This includes the use of the outdoor seating at BBar and Conference Gardens.

The team thank you for your compliance and understanding.

Restaurant and Bar:

Open from 12 noon with last entry at 8pm for drinks, teas and coffee and food.

Please call 0141 951 6015 to book your 2 hour time slot either inside or, weather permitting, on the terrace.

Centre for Health and Wellbeing:

Open today for gym and poolside facilities. 1 hour slots can be booked now by calling 0141 951 5151.

You will be asked to self-scan at the Infrared Thermometer in the Health Club prior to entry.

NHS Jubilee staff can pay £25 for monthly usage or £3.50 pay as you go.

The Centre for Health and Wellbeing is open **Monday – Friday 7am – 8.30pm**, and **Saturday – Sunday 8am – 7pm**

Bedroom Reservations:

Bedrooms are also open for reservations, please call 0141 951 6008. Staff rates from £50 room only.

Investors in Young People

We are delighted to have once again retained our Investors in Young People Gold Status accreditation.

Investors in Young People (IiYP) focuses on the recruitment, retention and development of young people, through providing a framework to organisations looking to enhance and develop their approach and skills.

We were the first NHSScotland organisation to receive the award back in 2017 when it was first accredited. Since then, the we have contributed to the employment, progress and education of Scotland's young people.



Through building relationships with local schools, colleges and universities, we can provide opportunities such as modern apprentices, work experience and training to those young people interested in joining the NHS workforce.

We are looking forward to welcoming back school work placements, that were paused due to COVID restrictions, in the new term. These placements will include the start of Foundation Apprentices, which will provide young people in school the chance to work 2 half days in the Hospital or Conference Hotel, whilst contributing to their qualifications.

With exciting opportunities, including the development of a Bespoke Healthcare Foundation Apprenticeship and the annual STEM event at Clydebank College, NHS Team Jubilee remains a Gold standard employer for young people in Scotland.

To read the full article, please [click here](#).

Our People - Ciara Gallacher

Apprentice Patient Coordinator Ciara is having a (straw)berry delightful time here at NHS Golden Jubilee.

Ciara, 18, from Clydebank, came to NHS Golden Jubilee as part of her work experience in 2019.

Ciara joined as an apprentice at NHS Golden Jubilee in November 2020. With the current expansion of services, Ciara has had the opportunity to work across a wide range of specialities.



"I came here through a business class I was doing in school. I was here for a week and got to work in lots of different departments.

"One of those departments was the Booking Office. Carolyn Porter had spoken to me whilst I was there about an upcoming apprenticeship.

"I was keeping my eye out and saw one for a patient coordinator here at Golden Jubilee. Thankfully I was successful in my application!"

"I've been in lots of different departments since I joined. I started in Ophthalmology then I moved to General Surgery then, Scopes and now I'm in Cardiology."

Working with different specialities has allowed Ciara to gain a wide range of knowledge.

"There are a few similarities between the departments but they are of course also very different. I'm learning something new every time I move."

"I really enjoy expanding my knowledge so moving from one specialty to the next has been great. I really like Cardiology, I've been with it for quite a while now, I'm enjoying this one the most."

Ciara's enthusiasm for helping others includes assisting patients with any questions they might have about their appointment.

"I work in a team of 4, I phone and schedule patients in for procedures, and also deal with queries that come in from all different specialities."

"I really love chatting to patients on the phone and it feels good to know I can be part of reassuring them when they are coming in for a procedure."

Ciara is one of three apprentices here at NHS Golden Jubilee. Once her apprenticeship comes to an end in November, she is hoping to continue her journey as part of Team Jubilee.

"I really enjoy the job and working with the team, everyone is great."

"I like the flexibility that comes with the role and would be open to trying new specialties and departments."

Although Ciara joined Team Jubilee during the pandemic, she was made to feel part of the family as soon as she arrived.

"When I first joined everyone was so welcoming! I was worried I would feel really isolated because of the pandemic but it couldn't have been more different."

"The team have really helped me learn all about not only my role but the NHS, coming in I didn't really know much about it."

"I've always really enjoyed working with admin and business, it was my favourite subject in school, and I knew I wanted to go down that line of work.

"I hadn't actually considered the Hospital as I never really thought about them doing that kind of thing, but I'm so glad I did."

Health and Wellbeing plays an important role here at NHS Golden Jubilee and Ciara has found that keeping her mind and body active helps her distress and relax.

"Me and a couple of the girls always go a walk at lunch; I always think it's a great idea to get out to get some fresh air and it's a great way to relax. Especially sitting at a desk all day it's easy to forget to get up and move about!"

Ciara is also a keen netball player, having started when she was only 4, playing for St Stephens. But, perhaps the most interesting hobby of all, she also runs her own Strawberry business!

"I sell chocolate covered strawberries through my small business 'Strawberry Delights' (available through Facebook and Instagram), I do different boxes and sizes and deliver them all around Glasgow."



Making and delivering boxes of delicious strawberries came about when Ciara found herself looking for something productive to do during the pandemic.

"I used to work in a chemist, and during the pandemic I wasn't getting many shifts so thought this would be something fun to do on the side, I really enjoy it."

Now that the delicious strawberry secret is out, Ciara's colleagues will be looking for a sweet snack to have on their lunchtime walks.

Keep up the good work Ciara and thanks for being part of Team Jubilee!

Still time to nominate in our Staff Awards 2021

The clock is ticking on your chance to nominate teams and colleagues in this year's Staff Awards!

These offer us a chance to recognise and support the incredible efforts of all staff for the inspirational work they carry out for people all across Scotland.

Nominations are open to all Patients, Visitors and Staff, with 12 categories to choose from there's something for everyone.

The Chair Award for Innovation, Green award and the award for Collaboration are just some of the categories available.

This is your chance to nominate a person or team you feel has made a difference here at Team Jubilee.



6 - Let's take a look back at last year's winners.

Full details and nomination forms can be made via this link: [Staff Awards](#)

When following the link to Staff awards, we ask that all staff use Google Chrome, Microsoft Edge or Safari.

Staff can also download a copy of the nomination form from [Staffnet](#) which can be filled out on Microsoft word and emailed to [Gabrielle Ward](#).



<https://sway.office.com/VVKxLBNOqTjh8dXi#content=ubRrBGZ5SqcWY0>

Scottish Health Awards

The Scottish Health Awards, in association with the Daily Record were launched on Tuesday 22 June at the NHS Scotland Event.

Every year the Scottish Health Awards provides an important opportunity to recognise and celebrate the work of those dedicated individuals and teams who deliver high quality health and care services to the people of Scotland.

It is more important than ever to recognise and reward staff for the incredible work you all have been doing day-in and day-out.

If there is someone, or a team or department, you think deserves some recognition for the work they have and continue to do, why not nominate them for one of the awards?

These awards also make people feel valued, so you could make a colleague's day by acknowledging their passionate contribution to the care we provide our patients.

The closing date for nominations is Thursday 26 August 2021 and are open to staff and the general public.

There are 16 categories including a People's Choice Award which will be open to a public vote from 13 September.



To view categories and to nominate, please visit the [Scottish Health Awards](#).

Mentor in West Dunbartonshire

MCR Pathways has been supporting care-experienced young people and those who have experienced disadvantage, since 2007.

These young people are just as talented as their peers, but due to situations out of their control, they often find it more difficult to succeed.

That's why providing the simple support of a volunteer mentor is so important and has been proven to make a life-changing difference. That's where you can help!

MCR recruits and trains volunteer mentors who are matched with a like-minded young person that shares similar personality traits, hobbies or career aspirations.

Mentors meet with their young person at their school for just one hour per week and the difference this encouraging relationship makes is life-changing.

We're asking you to #BeTheBridge between a young person's talent and life possibilities.

You can become a mentor in two schools throughout West Dunbartonshire, including Clydebank High School and Our Lady and St Patrick's High.

For only one hour per week, you can make a world of difference. This year why not do something to make a difference that lasts a lifetime?



To sign up and watch MCR's online info session, [click here](#) or follow @MCRPathways on social media for more info.

Learning and Organisational Development

Learning and Organisational Development Annual Report

The Learning and Organisational Development team is delighted to announce the launch of our annual report for 2020/21. The report captures the activity and highlights of what has been a very different year for us all; a year where we've gone from gathering in a classroom for training to saying 'you need to turn your mic on' at least once a day!

It's also been a year in which we've seen the team grow with the addition of four new team members – Natasha, Lisa, Nyree and Sandra.

Our Learning and Development Advisor, Carly Robertson, contributed to the team expansion with the arrival of baby Grace on 26 January. We're looking forward to welcoming Carly back later this year.



For the full report, [click here](#).

We hope you find the report informative. If you'd like to find out more about any of the topics covered from MBTI profiling for your team to what's coming next for iMatter, please get in touch. We'd also love to hear your feedback! [Nyree Anderson](#).

Enhanced Diversity and Inclusion training (for Managers and HR Recruitment)

Positive Moves in Health: Challenging racism and creating an inclusive culture.

We recently published our new set of Equality Outcomes featuring an ambitious set of deliverables to further mainstream equalities across the organisation between 2021 and 2025.

One of our key outcomes for year 1 focuses on the delivery of enhanced diversity training for Executive Directors, Managers and HR Recruitment. The training takes the form of a three-hour interactive workshop via MS Teams which will be rolled out across selected dates in September and October 2021. **Attendance at these sessions is strongly recommended for those in leadership and recruitment roles.**

We are delighted to be working with Gillian Neish ([Gillian Neish Training](#)) to deliver these sessions and have secured places to enable attendance by all key staffing groups. We would encourage you to select your preferred date at the earliest opportunity to secure your place on the course. Please click on the below link to access the eESS Booking System to register today.

Course Title: Positive Moves in Health: Challenging racism and creating an inclusive culture.

Please note: Typing any of the above key words into the search engine will direct you to the course registration page.



For eESS, please [click here](#).

Training schedule

- Wednesday 8 September: 8.45am -12.30pm

- Monday 13 September: 12.45pm - 4.30pm
- Wednesday 15 September: 8.45am -12.30pm
- Friday 17 September: 8.45am -12.30pm
- Monday 20 September: 8.45am -12.30pm
- Tuesday 21 September: 8.45am -12.30pm
- Tuesday 28 September: 12.45pm - 4.30pm
- Wednesday 29 September: 12.45pm - 4.30pm
- Friday 1 October: 8.45am -12.30pm

Course Overview

This course will support participants to further develop their skill and competence as inclusive leaders, working with and within diverse teams to create psychologically safe work environments where staff can be themselves at work and assertively challenge racism, other 'isms' and promote inclusion. It will cover:

- The systematic nature of racism and the impact on relationships at work.
- Unconscious bias and cognitive dissonance.
- Sources of power and the use of personal power.
- Fair Work principles.
- Managing diverse teams.
- 4 steps to creating an inclusive culture.

By the end of this course participants will be able to:

- explain the systematic nature of racism and its impact on relationships at work.
- support managers to understand inequalities in the workplace and help them to develop practical ways to create a diverse and inclusive culture in which all staff can thrive.
- support staff and managers to work together to improve fair work practices.
- support staff from BAME backgrounds to better recognise and address internal and external barriers to fulfilling their potential.
- support NHS Golden Jubilee to remove barriers to equality to create a more diverse workforce, improve team working and enhance patient care.



Eid Al-Adha (Feast of the Sacrifice)

On 20 July Muslims around the world celebrated Eid Al-Adha, meaning Feast of the Sacrifice.

It is one of the 2 major festivals of Islam and marks the conclusion of the pilgrimage to Mecca known as the Hajj.

The name of the festival is associated with the Prophet Abraham/Ibrahim who was tested by God to sacrifice his son (a belief also shared by the two other Abrahamic faiths Judaism and Christianity).

In Islam however the son is generally believed to have been Ishmael/Ismail. Abraham's willingness to sacrifice his son was accepted by God and Ismail was substituted with an animal instead.

To commemorate this event Muslims are instructed to sacrifice an animal, usually a sheep or a cow, and divide the meat in three equal portions where one third is distributed to the poor.

On the day of Eid it is customary for Muslims to attend the mosque for Eid prayers and wish each other 'Eid Mubarak' before gathering with family members to enjoy the day and share a celebratory feast.



“Neither their flesh nor their blood reaches God, rather it is your piety that reaches Him” Qur’an 22:37

International Non-Binary People Day

International Non-Binary People's Day took place on 14 July to raise awareness of the issues faced by non-binary people around the world.

First celebrated in 2012, the date was chosen for being precisely between International Men's Day and International Women's Day.

Non-binary is an umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'.

Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.



Happy birthday NHS!

The NHS celebrated turning 73 earlier this month.

It's been a difficult 16 months and our Chief Executive, Jann Gardner, and Chair, Susan Douglas-Scott, marked the celebration with a thank you to all of you for your hard work, along with reflections of what the NHS means to them.



NHS 73rd birthday



Staff Ability Network

This month saw the first meeting of our new staff network.

The group's first decision was to rebrand as the Ability Network to promote their aim to support and maximise opportunities for Team Jubilee staff with disabilities, impairments and long term conditions to fulfil their potential.

The Ability Network will also enable staff to share experiences, information and best practice, offer peer support, and influence positive change for people within Team Jubilee.

People with disabilities, impairments and long term conditions can face a variety of challenges entering and progressing in the workplace, from the accessibility of buildings, technologies and ways of working, to the stigma that surrounds many mental and physical health conditions.

Although around 19% of working age adults in the UK are thought to have a disability, only 1.4% of NHSGJ staff have disclosed having a disability according to our Workforce Monitoring Report 2020/2021.



“NHS Golden Jubilee is committed to creating a working environment which is inclusive, accessible, and ensures every member of Team Jubilee is given the support they need to thrive.

“As an organisation and a Network, we recognise and support the definition of disability, but rebranding to the Ability Network clearly sets out our mission to support all staff with disabilities, impairments and long term conditions to fulfil their potential.

“We would encourage anyone who identifies as having a disability, impairment or long term condition to join the Ability Network and help us make positive changes for current and future members of Team Jubilee.”

Gareth Adkins, Director of Quality, Innovation and People, Executive Lead for Disability and member of the Ability Network,

Who is the Network for?

The Ability Network is open to any NHSGJ staff member who identifies as having a disability, impairment or long term mental or physical health condition.

This could include staff who have experience of:

- physical or sensory impairments (such as hearing and visual impairments, Multiple Sclerosis, mobility challenges);
- neurodiversity (such as autism, Attention Deficit Hyperactivity Disorder, dyslexia);
- mental health conditions (such as depression, anxiety);
- other health/medical conditions (such as HIV, epilepsy, cancer).

The Network will never ask you to disclose any disability or health condition.

Disability covers a diverse group of individuals: no 2 people have the same experience and not all disabilities are visible or permanent.

How does it work?

The Ability Network is hosted on Microsoft Teams, where members can have conversations on Channels, share files and resources and host meetings online.

The Teams site is a private group and, although there is some degree of visibility when you join (other members can see who you are), we request that members maintain strict confidentiality about its membership and discussions.

The Diversity and Inclusion Team are on hand to help and to take forward any issues raised by the Network.

“This Network has initially been set up and is supported by the Diversity and Inclusion Team, but it is your Network and we hope that it will be led by staff, for staff.”

“We are currently gathering ideas on how members want to run the Network and what they want to get out of it.”

Staff will have the opportunity to contribute in a variety of ways: for example, through Team Meetings online, Channel discussions via Teams as well as by email or phone.

Aims of the Network

Below are some core aims that the Network will consider, but these will be updated, refined and prioritised as members join and as the Network evolves.

- Provide a safe and confidential space for staff to share their experiences and offer peer support.
- Signpost to internal and external support and advice.
- Share information and best practice with teams, colleagues and the Board to improve the experiences of disabled staff.
- Identify topics for events and activities of interest or benefit to Network members.
- Raise awareness of disability issues across the Board.
- Encourage greater representation and visibility of disabled staff in all aspects of NHSGJ life.
- Promote the provision and increase awareness of accessible spaces, routes, tools and technologies.
- Promote the provision and increase awareness of accessible and supportive policies and practices.
- Enable the views of disabled staff to inform policy development and decision making by acting as a consultation forum (for example, through representation on the Diversity and Inclusion Group).
- Contribute to discussions and consultation around the Board's strategic aims and aspirations, notably the NHSGJ Diversity and Inclusion Strategy 2021-2025.
- Take a cross Network approach to supporting staff with disabilities, impairments and long term conditions and work closely with other staff Networks at NHSGJ (such as the Staff BME and LGBT+ Networks).

How to join

If you want to get involved with the Ability Network, email [Rob White](#), Service Design and Equalities Lead or call on extension 5480.

Further information

You can find more information about accessibility when using Microsoft Teams by clicking [here](#) for an Accessibility Overview and [here](#) for Accessibility Support.

Here's some social media comments from patients and the public about you!

Joy McKeever - To Dr Margaret McEntegart and all her team, cardio nurses, Lisa Renfrew and the booking office staff***myself and my family are eternally grateful for all the procedures carried out on my dad - Robert Russell. You are all indeed heroes.

William Davis - Was up today for a colonoscopy and I would just like to thank the staff for all their help and for taking care of me and making me feel as relaxed as I could be thanks to all you are all brilliant.

Jackie Tait - The food at the jubilee is amazing, after my last heart surgery I couldn't eat, the hca asked if I fancied an omelette and I was grateful.

Jane Carchrie - This is where I get my heart MRI. Staff are amazing!

Ian McFadzean - All staff deserve an award.

Stephen Cotter - From cleaners to surgeons and porters chefs nurses and all departments and icu staff as we never see them but are always looking after us all.

Patricia Crane - I was lucky to get my new knee in This amazing hospital during covid, Surgeon, Nursing Staff, all staff were totally brilliant I could not praise them enough. No visitors allowed but they went above and beyond with people. Never felt better Knee perfect.

Hazel Ferguson - I would love to thank a radiographer call Ben on level 2 (sorry don't know his second name). He worked many hours past his shift finish time to help my father today.

Vivienne Donohoe - Between October 2020 & April 2021 the service we had in caring for our daughters heart condition was second to none! Thank you for everything you do for our families.

Dorothy McGhee - 7 years ago I had an Aortic Valve replaced and I am so grateful to the Cardiac Unit for all their care and the chance of a longer life.



Health and Wellbeing



We are committed to supporting the health and wellbeing of our staff and have a range of resources available.

Get on your bike

Cycle to Work Day is happening on Thursday 5 August and we are partnering with Cycling Scotland to spread the word about the many benefits of getting on your bike.

As part of our Health and Wellbeing strategy, NHS Golden Jubilee is encouraging all staff who can to cycle to work on that date, to help improve your own health, and the help the organisation reduce its carbon footprint too.

Cycling to work is a great way to fit a little exercise into your daily routine, while physical activity is also good for your mental wellbeing as evidence shows that it can help protect people against anxiety.

If you're considering taking up cycling, our Cycle2Work employee benefit scheme can help you buy a bike and equipment in a more affordable way.

Check out the Cycle to Work Scheme details in the Health and Wellbeing section.



For more ideas, tips and advice on cycling visit the [Cycling Scotland](#) or [Cycle to Work Day](#) websites.

Guidance on the use of face masks and coverings in hospitals

The guidance around wearing of Fluid Resistant Surgical Masks (FRSMs) by clinical and non-clinical staff has been updated.

It is the managers' responsibility to arrange to have FRSMs ordered and delivered to each non-clinical department.

Staff in hospitals

In addition to staff providing direct care being required to wear FRSMs at all times while on shift, it is now recommended that staff in non-clinical areas wear FRSMs at all times whilst at work.

This is currently only a recommendation, so please consider the current levels of COVID in our communities when deciding whether to wear a face covering or a FRSM.

There will be some exceptions in a limited number of circumstances, such as when working alone or in a closed office in a non-clinical area where all other control measures are in place, i.e. good ventilation; physical distancing, with staff two metres apart; easy access to hand washing and/or hand sanitising facilities; and regular cleaning of the area.

Patients in hospitals

The wording in the guidance has been strengthened to advise that FRSMs must also be made available to and worn by all hospital inpatients (unless exempt) across all pathways, where it can be tolerated and does not compromise clinical care (e.g. when receiving oxygen therapy or when in labour).

This also applies to patients who are being transferred or transported to hospital.

Staff are encouraged to engage in a discussion with patients as early as possible in the admission process to promote the importance of using facemask and adhering to other COVID19 control measures.



More information on this update can be found on [Staffnet](#).

Mask fit testing

In order to ensure that a specific make, model and size of mask is able to achieve a good fit, a fit test must be conducted and the wearer must have no facial hair in the region of the face seal.

Staff are reminded that facial hair can prevent the mask from forming a good seal, by creating gaps around the edges of the mask.

This allows contaminants into the mask, to be breathed in by the wearer.

A recent study by the Health and Safety Executive shows that as facial hair grows, the protection offered by a tight fitting mask reduces.

The reduction in protection is very unpredictable and is different for individual wearers and masks.

Protection can be significantly reduced where stubble is present. It is important therefore that staff are clean-shaven, not only for a fit test but whenever they wear a tight fitting mask at work.

The Respiratory Protective Equipment (RPE) Policy has been recently revised and is accessible via [Staffnet](#).

Importance of continuing to follow Coronavirus guidelines

With Scotland experiencing more daily COVID-19 cases now than at the start of the pandemic, we want to stress the importance of continuing to follow the Coronavirus precautions even though you have been vaccinated.

Physical distancing, hand hygiene, respiratory hygiene and personal protective equipment (PPE) requirements must continue to be followed, even if you have had both doses of your Coronavirus (COVID-19) vaccine.

These restrictions are for everyone's safety, so please play your part in keeping your family, friends, colleagues and patients safe by following the current guidelines at work, at home, and when out and about.

As part of Test and Protect, twice-weekly Lateral Flow Device Testing is offered to everyone in Scotland.

Even after you've been vaccinated and after restrictions are lifted, it's important to keep taking the tests.

The results will give an early warning about our region, enable local contact tracing to begin, and allow positive staff members to self-isolate immediately – reducing the risk of spread and helping NHS Scotland recover faster from the pandemic.

So please continue to perform the test, encourage others to do so, and importantly, remember to report all results – whether positive, negative or inconclusive – via the online portal.

Staff with symptoms, a positive Lateral Flow Test, or a positive PCR test must:

- Stay at home.
- Advise your line manager.
- Your line manager should contact Occupational Health with a message including your name and contact number – by calling extension 5435 or emailing [Occupational Health](#).
- Forward any positive test results to Occupational Health by emailing [Occupational Health](#). **In the event that you have a positive Lateral Flow Test, you should only return to work if your PCR test is negative and you have been advised to resume normal duties by the local Health**

Protection Team. In the event of staff and patient COVID cases, departments are reminded to use the [Contact Tracing Standard Operating Procedure](#) which is available on the COVID Hub.

- Occupational Health need to be informed if there are any staff contacts identified without sufficient PPE (so that links can be made with Test and Protect).
- The Prevention and Control of Infection Team need to be contacted if any patient contacts have been cared for without sufficient PPE.
- The Prevention and Control of Infection Team need to be contacted if there are more than 2 cases in any unit at any one time to establish if there is a common source. Please support your colleagues and patients by following the guidance and procedures.

What you need to know about Lateral Flow Testing

To help identify more asymptomatic COVID-19 positive staff please follow this guidance.

Why should I do regular LFDs?

- To identify asymptomatic healthcare workers - 1 in 3 with COVID-19 have no symptoms but are spreading the virus.
- Even if community prevalence is low, we must stay vigilant so as to remain on top of any clusters especially in a healthcare environment.
- Testing in this way allows asymptomatic, but positive, staff members to self-isolate immediately, reducing the risk of further spread to others – including your patients and colleagues.

What's the point if I am vaccinated?

- It is even more important now you are vaccinated as you are more likely to be asymptomatic – infection will be harder to identify without testing.
- By testing we can monitor the prevalence of the virus in the community.

Is LFD testing accurate?

- Yes, Lateral Flow Tests have a sensitivity of 76.8% meaning they identify more than 7/10 positive cases. This rises to over 95 % for those with high viral loads who are most likely to be infectious.

What's the point of recording negative results?

- We need a clear picture of COVID-19 rates within the community. This includes reporting negative test results, of which most tests are.
- Try the new and improved ePortal. It is so much easier to record your results! Follow this link to access the ePortal: [covidtestingportal.scot](https://covidtestingportal.scot.nhs.uk/)

Local support:

- If you have any questions related to the portal or testing please speak to your line manager directly, or visit [Lateral Flow Testing for COVID-19](#).

For all further guidance, including an FAQ, please visit: [Coronavirus \(COVID-19\): asymptomatic staff testing in NHS Scotland](#)

LFT/PCR Test: Contact Tracing

This has now been updated to include information on PCR testing of contacts and can be found at the following link: [click here](#)

Reporting

All relevant teams are reminded that twice-weekly testing is essential, and are asked to make sure that each result is input to the national e-Portal after each test.

All staff who have signed up to use the Lateral Flow Test kits are reminded that it is essential that you continue to test yourself twice weekly, even once you've had the vaccination and to input your results into the [national e-portal](#).

This includes negative and inconclusive test results. It is vital that this process is followed as it provides vital information for our overall approach to managing and combatting COVID 19.

More details are available on [Staffnet](#).

Window closures in warm weather

Building work continues on phase two of our expansion.

As part of our measures to reduce the spread of dust generated during construction of the new Surgical Centre, we have sealed our windows shut.

This decision is to protect our patients from possible infection, but we recognise this may lead to discomfort in warm weather.

To ease any discomfort:

- Roller blinds should be used to shade the room and avoid build-up of heat.
- Fans are available for use when necessary.
- Lightweight nightwear is recommended for patient comfort.
- Where possible, consider moving patient to a more shaded room.

Where continued discomfort is felt despite applying these measures consistently, please report this to your Head of Department.



The Social side



What's happening on our social media pages

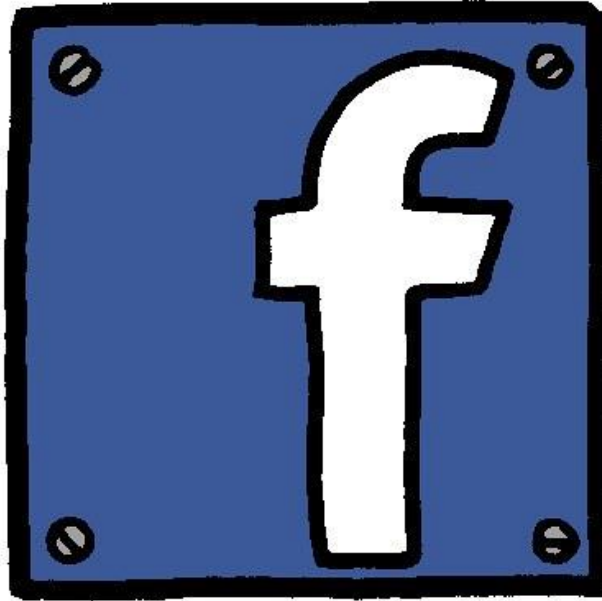
Facebook:

We were lucky enough to be treated to a sight of the world famous Waverley ship making its way along the Clyde this month, with passengers enjoying their trip on a glorious day!

The post had over 500 engagements from our Facebook audience, including 370 Likes and a reach of more than 6,000.

Post link: [click here](#)





Twitter:

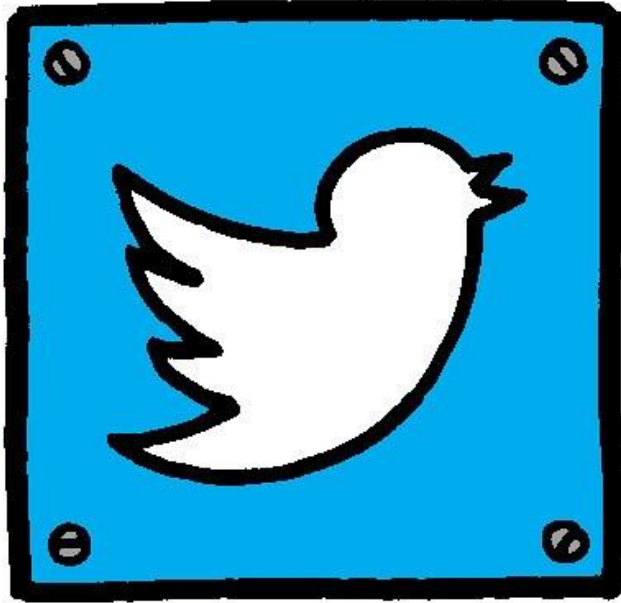
We captured all of the hard work and effort given by you over this unprecedented pandemic in a timeline video.

It was one of our most popular tweets over the past month, highlighting the love everyone feels for the continued dedication and person-centred care you give our patients.

The video shows how we've carried out over 79,000 procedures, playing a vital role in Scotland's recovery of NHS services.

You can watch the full video and read the story at the top of this magazine!





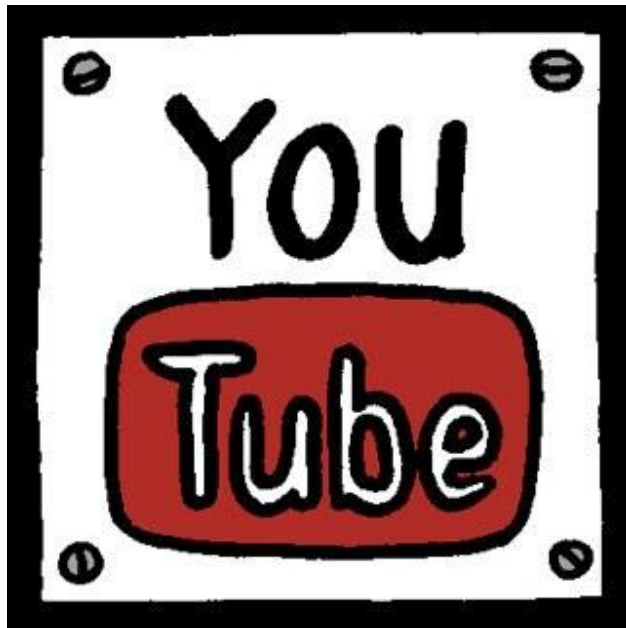
7 - [Click here to access our Twitter page](#)

YouTube:

Our short video about the Golden Jubilee Conference Hotel reopening its doors this month was well received on our YouTube channel, with our Hotel colleagues delighted to be welcoming customers and staff back after a period of redeployment, doing their bit for the NHS during a time of crisis.

Full story: [click here](#)





8 - [Click here to access our YouTube page](#)

LinkedIn:

LinkedIn users enjoyed our post about our Radiology department using artificial intelligence in scans to support vital cardiac imaging, cancer diagnosis and ground-breaking research for national and regional heart and lung services.

Full story: [click here](#)

Post link: [click here](#)





Events we celebrated socially this month

Pride month

To celebrate pride month and mark the launch of the NHSScotland Pride Badge the Clydebank Post shared our message of inclusivity and equality for all.

Read the article to find out about some of the things NHS Golden Jubilee have been doing to ensure that all staff, patients and visitors feel welcomed.

Full story: [click here](#)

Chair Susan Douglas-Scott also sent a video message when the NHs Pride Badge was launched: [click here](#)



Early cancer detection

More people are surviving cancer than ever before, but we know that fear of cancer is putting some people off getting checked or attending screenings when invited.

Our lung surgeon, Mathew Thomas encouraged people through a video to speak with their GPs because the most important factor is early detection.



Sarcoma Awareness Month

Sarcoma is considered the 'forgotten cancer' so during Sarcoma Awareness Month, we are supported efforts to raise awareness and understanding of the disease.

In collaboration with NHS Greater Glasgow and Clyde, we did a "mind-blowing" operation as we carried out urgent cancer procedures during lockdown.

Read the full story: [click here](#)



Royal visit throwback

We looked back to 3 July 2008 when Her Majesty The Queen and His Royal Highness The Duke of Edinburgh officially opened the West of Scotland Heart and Lung Centre.



NHS Big Singalong throwback

Ahead of the NHS birthday celebrations on 5 July, we remembered the 70th birthday in 2018 when we were one of the chosen live venues for the televised NHS Big Sing along.

What a night that was, absolutely amazing!

Read the full story: [click here](#)



Salad Week

As part of our staff Health and Wellbeing strategy, customers in the Dining Room received a free dressing with every salad they bought throughout Salad Week.



Youth Skills

On World Youth Skills Day we showed our commitment to empowering Scotland's young people.

In the new term we will be offering Junior Apprenticeship positions to those in school, providing the opportunity to gain real work experience whilst contributing towards your qualification!

NHS Golden Jubilee will also be offering the young people of Scotland the opportunity to kick start their career, thanks to the new Scottish Government's Kick Start Programme.

To find out more about the programme, [click here](#).

KICKSTART SCHEME

Remembering the Queen's Baton Relay

It's been seven years since heart transplant patient Suzanne Swinson led the Queen's Baton Relay through the Golden Jubilee en route to the 2014 Glasgow Commonwealth Games!

Take a look at some pictures from that exciting day [by clicking here](#).



Samaritans Listen

Every year in July, Samaritans branches in the UK and Republic of Ireland hold local events to raise awareness that Samaritans are here to listen to anyone who's struggling to cope, at any time of the day or night.

Whatever you're going through, call the Samaritans free any time, from any phone, on 116 123.



World Youth Skills Day

We were also proud to announce NHS Golden Jubilee received the Investors in Young People Gold accreditation for another year.

Read to find out more: [click here](#)



Contact



Tell us what you think...we want to hear your views!

If you would like to comment on any of the issues featured, please send your comments to [Comms](#) or complete the [feedback form](#).

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